



TOWN OF THREE HILLS

POLICY # 220-A3

COUNCIL REMUNERATION AND ALLOWANCE POLICY

Approved by Council on:	September 8, 2025
Resolution:	174-2025
Review Date:	September 8, 2027

1. POLICY STATEMENT

- 1.1. While it is recognized that the primary reason that individuals seek municipal public office is public service, members of Town Council shall be provided with fair and reasonable remuneration for their time and reimbursement for the expenses that they incur in fulfilling their responsibilities.

2. PURPOSE

- 2.1. To ensure that individuals who choose to serve their community as a member of Town Council receive fair, equitable and consistent compensation.
- 2.2. To ensure that the council expense reimbursement practices comply with federal and provincial legislation and provide claimants with appropriate guidance relative to acceptable submissions.
- 2.3. To establish guidelines to regulate the use of Town supplied laptops or tablets for members of Council.

3. AUTHORITY

- 3.1. The authority for this Policy is by resolution of the Council of the Town of Three Hills.
- 3.2. The CAO is accountable and responsible for the development, evaluation and implementation of this Policy.
- 3.3. The CAO reserves the right to exercise appropriate managerial judgment to take such actions as may be necessary to achieve the purpose of this policy.

4. SCOPE

- 4.1. This policy applies to all members of Council.

5. POLICY

5.1. Monthly Remuneration Payment

- 5.1.1. Council remuneration shall be targeted at the 50th Percentile of the market.
- 5.1.2. The market comparators will be: Kneehill County and the Towns of Crossfield, Gibbons, Hanna, Olds, Penhold, Pincher Creek, Sundre and Didsbury. Council will review market comparators in the year prior to an election.
- 5.1.3. Council remuneration rates will be reviewed in coordination with the CUPE Collective Agreement negotiations, and adjustments shall be tied to the adjustments negotiated with employees.
- 5.1.4. The Mayor shall receive a monthly allowance as per Schedule A, which shall be considered remuneration for the following:
 - i. Attendance at regularly scheduled council meetings and committee of the whole meetings;
 - ii. Attendance at all budget meetings;
 - iii. Any and all preparation time required for all meetings;
 - iv. Any time spent on appointments, visitations, tasks and reports relating to the mayor's assigned committees, boards or general town business;
 - v. A reasonable number of appearances at functions as the Town's official representative.
- 5.1.5. Councillors, including the Deputy Mayor, shall receive a monthly allowance as per Schedule A, and shall be considered remuneration for the following:
 - i. Attendance at regularly scheduled council meetings and committee of the whole meetings;
 - ii. Attendance at all budget meetings;
 - iii. Any and all preparation time required for meetings;
 - iv. Any and all time spent on appointments, visitations, tasks and reports relating to the councillor's assigned committees, boards or general town business.

5.2. Per Diem Payment

- 5.2.1. The Deputy Mayor shall be allowed to charge the hourly per diem rate for extra duties that arise in the event the Mayor is unavailable
- 5.2.2. All members of Council shall receive additional remuneration or per diem as follows:
 - i. For attendance at any special council meeting that might be called from time to time;
 - ii. For attendance at other meetings or for other purposes which have been

- approved by resolution of Council;
 - iii. For attendance at regularly assigned, internal and external committee regular meetings and annual general meetings as assigned and passed by Council resolution at the Organizational meeting;
 - iv. Where remuneration is not provided by another board, commission, committee or organization;
 - v. For attendance at seminars, training sessions, conventions and summits approved by Council.
- 5.2.3. Remuneration or per diem received for those purposes set out in Section 6.2.1. above, shall be paid as follows:
- i. At the rate established as per Schedule B, calculated to the nearest half-hour;
 - ii. The minimum hours paid for any meeting, seminar, training session, convention and summit shall be one hour;
 - iii. The maximum hours paid for Alberta Municipalities convention and other all-day conferences shall be eight hours per day, plus travel time (for example; 7 hours at convention plus 1.5 hours travel = 8.5 hours paid per diem);
 - iv. Travel time to out-of-town meetings, seminars, training sessions, conventions and summits shall be included in the calculation of daily remuneration or per diem;
 - v. Where a member of Council is invited to make additional public appearances in their official capacity may, at their discretion, claim per diem to a maximum of two hours for a single appearance.
- 5.2.4. Remuneration may be accepted from external boards, commissions, committees or organizations by a member of Council when appointed by Council resolution and all members receive an honorarium or fee.
- 5.2.5. When a member of Council receives remuneration from an external board, commission, committee, or organization they are not eligible to receive remuneration from the Town.

5.3. Time Sheets

- 5.3.1. All members of Council shall be required to submit a time sheet monthly on a standard form, which may be amended from time to time. These time sheets shall include:
- i. Date of the meeting, seminar, training session, convention, etc.;
 - ii. Description and purpose of the meeting, seminar, training session, convention, etc.;

- iii. Total time attending and traveling to, and home from, the meeting, seminar, training session, convention, etc.;
 - i. All Council time sheets shall be reviewed and approved by the Mayor.
- 5.3.2. Time sheets shall be posted on the Town's website for each Councillor.

5.4. Expense Payments

- 5.4.1. All members of Council shall be reimbursed for expenses incurred as per Schedule B where:
- i. the member of Council is the appointed representative at the annual organizational meeting;
 - ii. or the member of Council is authorized to attend by Council resolution.
- 5.4.2. Expenses related to events of a social or political nature shall not be reimbursed.

5.5. Expense Forms

- 5.5.1. All members of Council shall be required to submit an expense claim for each month for expenses incurred, on a standard form which may be amended from time to time. These expense forms shall include:
- i. Date the expense was incurred;
 - ii. Description, purpose and details of the expense;
 - iii. Actual receipts must be submitted. Credit card slips will not be accepted;
 - iv. All Council expense forms shall be reviewed and approved by the Mayor;
 - v. All expense forms shall be posted on the Town website for each Councillor.

5.6. Benefits

- 5.6.1. The Town shall provide all members of Council the following benefits;
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|------|--|------|
| i. | Extended Health and Dental and Vision Care | 100% |
| ii. | Group Life Insurance | 100% |
| iii. | Direct Bill Prescription Card for Drug Purchases | 100% |
| iv. | Employee Assistance Program | 100% |
| v. | Accidental Death & Dismemberment (AD&D) | 100% |
- 5.6.2. For members of Council already covered through another Group Benefit Plan, a Health Care Spending Account shall be provided as per Schedule B. This amount is for the entire family and may be carried forward one (1) year to a maximum of two

(2) years.

- 5.6.3. Members of Council are eligible to receive Dependent Life coverage for a spouse at the Councillors' expense.
- 5.6.4. Members of Council may choose to receive Optional Life and Optional Critical Illness Benefits at the Councillors' expense.

5.7. Mandatory Education and Training

- 5.7.1. As per provincial legislation, all members of Council must attend a governance training session and emergency management within ninety (90) days following their election or acclamation to Council
- 5.7.2. If for some reason a member of Council cannot attend that session, they will work with the CAO to find an alternate training session.

5.8. Conferences, Seminars and Workshops

- 5.8.1. All members of Council may wish to attend the Alberta Municipalities (ABMunis) annual conference.
- 5.8.2. In addition, to enhance their Council positions, there are workshops, conferences, and seminars that members of Council may wish to attend. All of these items must be approved by Council resolution prior to any expenses being charged to the Town.
- 5.8.3. Once Council's budgeted allotment has been depleted, any further requests for conference attendance or participation in workshops, seminars will be at that member's own expense, unless previously approved by Council.
- 5.8.4. Expenses to be covered through the allotment shall include:
 - i. Registration fees
 - ii. Accommodations
 - iii. Meal expenses
 - iv. Travel expenses
 - v. Mileage
 - vi. Incidental fee
 - vii. Per diem
- 5.8.5. Following attendance at a conference, workshop or seminar, the attending member of Council shall provide a report to Council.

5.9. Clothing Allowance

- 5.9.1. All members of Council shall be entitled to the clothing allowance in the same

manner as employees of the Town.

5.10. Computer Allowance

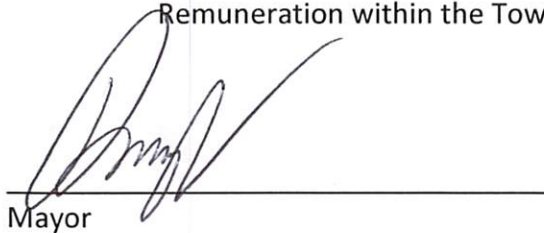
- 5.10.1. The Town will supply a laptop or tablet to all Council members. These laptop computers shall meet the current Town standards in place at the time of purchase.
- 5.10.2. The laptop or tablet shall stay in the Council member's possession until they resigns from Council, chooses not to seek another term on Council, is not successfully reelected, or the laptop computer is replaced with a new unit. Upon completion of the Council term, each council member shall be entitled to keep their laptop or tablet.
- 5.10.3. Council members may use their assigned laptop or tablet for personal use.
- 5.10.4. Council members shall not install personal software on their assigned laptop or tablet.
- 5.10.5. Council members shall take all reasonable steps and precautions to protect their assigned laptop or tablet from damage, harm or theft.
- 5.10.6. The Town shall be responsible for costs incurred for the maintenance and repair of the assigned laptop or tablet.

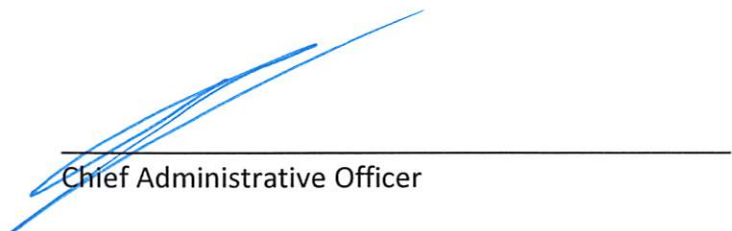
5.11. Internet and Cell Phone Reimbursement

- 5.11.1. All members of Council shall be reimbursed for related internet and cell phone expenses as per schedule B.
- 5.11.2. A copy of the original bill must be provided.

6. PRIOR POLICY

- 6.1** This policy shall supersede and replace all prior policies, oral or written, regarding Council Remuneration within the Town.



Mayor

Chief Administrative Officer

Previous Version:	September 25, 2023	199-2023
Effective On:	September 8, 2025	174-2025
Review Date:	September 8, 2027	

SCHEDULE A**COUNCIL REMUNERATION AND ALLOWANCE POLICY****1) Remuneration Payments (Effective January 01, 2026)**

	2026	2027	2028
Mayor	\$1,738.91	TBD*	TBD*
Deputy Mayor	\$1,203.98	TBD*	TBD*
Councillor	\$1,203.98	TBD*	TBD*
Hourly	\$38.72/hr	TBD*	TBD*

*Remuneration payments for 2027 and 2028 are to be determined in accordance with Clause 5.1.3 of this Policy, and will be tied to adjustments negotiated in the CUPE Collective Agreement.

SCHEDULE B

COUNCIL REMUNERATION AND ALLOWANCE POLICY

Expense Payments

1. The cost of hotel accommodation shall include room charge, hotel/luxury tax, and GST.
2. For private lodging to a maximum of **\$35.00** per night without receipt.
3. For the costs incurred for parking.
4. For meal costs incurred, without receipt, as follows:
 - 4.1. Breakfast **\$20.00** If departed home before 7:30 a.m.
 - 4.2. Lunch **\$25.00** If departed home before 1:00 p.m.
 - 4.3. Dinner **\$35.00** If departed home before 5:30 p.m. or arrives home after 6:30 p.m.
 - 4.4. Daily **\$80.00** If departed before 7:30 am and arrives home after 6:30 p.m.
5. For mileage incurred at the Government of Canada rates effective each year travelled in the Council member's private vehicle. **Carpooling or use of the Town vehicle is encouraged where possible.**
6. Liquor is not an allowable expense.
7. Meals can only be claimed if not covered in the registration fee.
8. Council members may elect to submit meal receipts for actual costs where they exceed the per diem due to the location of the event. All attempts must be made to maintain a reasonable expense.
9. Gratuities paid not to exceed 18%.
10. Internet: 50% of plan to a maximum of **\$30.00/month**
11. Cell Phone: 50% of plan to a maximum of **\$30.00/month**
12. Annual Health Spending Accounts **\$3,000.00**